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SECRETARY OF STATE
COMMISSIONS DIVISION

Missouri Citizens' Commission on Compensation for Elected Officials

December 1, 2016

The Honorable Jason Kander
Secretary of State
600 West Main Street
Jefferson City, MO 65101

Russ Hembree
Director, Joint Committee on Legislative Research
Reviser of Statutes
117-A State Capitol Building
201 West High Street
Jefferson City, MO 65101

Dear Secretary of State Kander and Mr. Hembree:

Article XIII, section 3 of the Missouri Constitution requires that the Missouri Citizens' Commission on Compensation for Elected Officials file its report no later than December 1.

The Commission hereby files its report. The report is attached and contains the schedule of compensation required.

Sincerely,

/s/Andrew Zellers
Mr. Andrew Zellers
Co-Chair

/s/Jennifer Feldhaus
Ms. Jennifer Feldhaus
Co-Chair

LEGISLATIVE RESEARCH
State Capitol Bldg.
Rm. 117A
Jefferson City, MO 65101



Report of the Missouri Citizens' Commission on Compensation for Elected Officials

December 1, 2016



Report of the Missouri Citizens' Commission on Compensation for Elected Officials

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A. INTRODUCTION

In order to ensure that the power to control the rate of compensation of Missouri's elected officials is retained and exercised by the tax paying citizens of Missouri, the Missouri Constitution calls for the creation of a commission known as the "Missouri Citizens' Commission on Compensation for Elected Officials" (the "Commission"). The Commission is comprised of Missouri residents selected both at random by the secretary of state and by the governor (by and with the advice and consent of the senate) and meets biannually to hold public hearings throughout the state and to review and make recommendations regarding annual compensation of all elected state officials, members of the general assembly, and non-municipal judges. Commission members are not compensated for their service (other than reimbursement for actual and reasonable travel expenses to attend Commission meetings).

The Commission members have been honored to serve the citizens of Missouri by fulfilling our responsibilities under the Missouri Constitution, and have performed due diligence to this end, reviewing and analyzing past commission reports, available comparative salary data and other economic data, and holding public hearings to provide citizens of Missouri an opportunity to provide testimony for review and incorporation into this final report. The Commission believes that the elected officials of our state in the executive and legislative branches should now be given due compensation for their commitment to public service, and worked diligently to strike a balance between adequate compensation and budgetary restraints. Unanimous consensus was reached for each compensation decision outlined in this report. The Commission respectfully submits these recommendations regarding the fair and equitable compensation of our state's elected public servants with deference to budget constraints, economic conditions, and the ability of the state to sufficiently fund vital services.

B. OFFICIAL SCHEDULE OF COMPENSATION

1) FOR MEMBERS OF THE GENERAL ASSEMBLY

This schedule specifically authorizes a two year compensation approach for each member of the General Assembly.

The compensation payable to all members of the State of Missouri General Assembly for fiscal years beginning July 1, 2017 (FY 2018) and July 1, 2018 (FY 2019) shall be increased by two and one half percent each year for the next two years. The percentage increase is slightly lower for leadership as the Commission recommends increasing compensation by the same dollar amount for all members in order to maintain the leadership differentials outlined in Sec. 21.140, RSMo. The following chart shows the specific dollar amounts each General Assembly member position shall be paid in each year.

General Assembly Members	FY 2018	FY 2019
Senators	\$36,813	\$37,733
Senate President Pro Tem	\$39,313	\$40,233
Senate Majority Floor Leader	\$38,313	\$39,233
Senate Minority Floor Leader	\$38,313	\$39,233
Representatives	\$36,813	\$37,733
Speaker of the House	\$39,313	\$40,233
Speaker Pro Tem of the House	\$38,313	\$39,233
House Majority Floor Leader	\$38,313	\$39,233
House Minority Floor Leader	\$38,313	\$39,233

The total additional cost to the state of Missouri for the recommended salary adjustments to all General Assembly members is \$176,881 in FY 2018 and an additional \$181,303 in FY 2019.

To the extent members of the General Assembly are entitled to receive a per diem, they shall receive \$150 per day of service.

To the extent members of the General Assembly are entitled to receive any mileage reimbursement, they shall receive 100% of the standard mileage rate established by the Internal Revenue Service.

2) FOR STATEWIDE ELECTED OFFICIALS

This schedule specifically authorizes a two year compensation approach for all statewide elected officials.

The compensation payable to the Governor of the State of Missouri for fiscal years beginning July 1, 2017 (FY 2018) and July 1, 2018 (FY 2019) shall be increased 8% each year, which brings the salary equivalent to \$144,527 for FY 2018 and \$156,089 for FY 2019.

The compensation payable to the Lieutenant Governor of the State of Missouri for fiscal years beginning July 1, 2017 (FY 2018) and July 1, 2018 (FY 2019) shall be increased by 8% each year, which brings the salary equivalent to \$93,403 for FY 2018 and \$100,875 for FY 2019.

The compensation payable to the Attorney General of the State of Missouri for fiscal years beginning July 1, 2017 (FY 2018) and July 1, 2018 (FY 2019) shall be increased by 8% each year, which brings the salary equivalent to \$125,752 for FY 2018 and \$135,812 for FY 2019.

The compensation payable to the State of Missouri Treasurer, the Missouri Secretary of State, and the State of Missouri Auditor for fiscal years beginning July 1, 2017 (FY 2018) and July 1, 2018 (FY 2019) shall be increased 8% each year, which brings the salary equivalent to \$116,366 for FY 2018 and \$125,675 for FY 2019.

The total additional cost to the state of Missouri for the recommended salary adjustments to all statewide elected officials is \$54,884 in FY 2018 and an additional \$57,023 in FY 2019.

To the extent statewide elected officials are entitled to receive a per diem, they shall receive 100% of the standard federal per diem established by the Internal Revenue Service for Jefferson City.

To the extent statewide elected officials are entitled to receive any mileage reimbursement, they shall receive 100% of the standard mileage rate established by the Internal Revenue Service.

3) FOR JUDGES

The salary for judges shall continue to be calculated under the formula in effect on December 1, 2016. Any change in the salary under the formula shall be effective on July 1 and calculated on the basis of the federal judicial salaries in effect on the previous January 1.

To the extent judges are entitled to receive a per diem, they shall receive 100% of the standard federal per diem established by the Internal Revenue Service for Jefferson City.

To the extent judges are entitled to receive any mileage reimbursement, they shall receive 100% of the standard mileage rate established by the Internal Revenue Service.

C. ADDITIONAL RECOMMENDATIONS

The members of the Commission noted that there was very little time for analysis of salary information from the public and private sectors, and correspondingly limited time for public notice of the Commission's meetings. The Commission makes the following recommendations:

- Several more months for the Commission to hold meetings before the report's due date.
- More advance notice and more overall publication of the public meetings. Specifically, the Office of Administration should utilize the State's social media accounts, including Facebook, Twitter, and Snapchat to publicize the meetings several weeks in advance.
- An additional on-the-record public meeting should be held at the campus of Southeast Missouri State University.
- The General Assembly, if it wishes not to approve its own pay raises, should consider the concept of decoupling the salary schedule from the judges and the statewide elected officials.
- If decoupling is not considered an option, the General Assembly should expand the Commission's recommendations. Given the politically charged nature of approving, or being seen as having approved, one's own pay increase, the General Assembly should consider eliminating the current structure whereby it may reject reports by a two-thirds majority vote of both houses.

D. CONCLUSION

The members of the Commission had the opportunity to review the 2008, 2010 and 2014 reports of the previous commissions and quickly understood the daunting task at hand. Without regard to the political affiliations of any current legislative or executive office holder, the Commission respectfully examined the value of each of these positions relative to their respective responsibilities. The statewide elected appointments are full-time positions and, when compared with similar private or public entities, the Commission determined that these positions are substantially underpaid for the responsibilities required.

Additionally, the Commission determined that although the legislator position may appear to be a part-time role in a citizens' legislature, the time required for the person elected to one of these positions is most often a full-time responsibility. The position entails more than just a January to mid-May, Monday through Thursday schedule. Constituents need their legislators available for comments, concerns, and assistance year-round.

The Commission accepted the comparative salary information, the constitutional duties for the elected positions, and other relevant data requested and provided in its consideration of appropriate compensation. We noted that the statewide elected officials and legislators have foregone raises for the past nine years. This information provided the basis for the analysis of the salary gaps existing between Missouri public servants and other states' public servants and private entities. Therefore, we feel it is important to begin a process of compensating these individuals an appropriate "worth value" for their services, and this is the first step toward resolving such inequities.

The Commission would also benefit from formal testimony or communication from each of the state's constitutional officers, from a representative of the state's judiciary, and from the leadership from both houses of the General Assembly. Information from these officers will provide the Commission with a deeper understanding of their view of these issues. Although their testimony would in no way bind the deliberations of the Commission, their perspectives would serve to better inform the Commission.

This Commission met six times, including four public hearings in different geographical locations, one discussion meeting and a final report approval meeting. The meeting information is referenced in Section D of this report, which also includes a list of the Commission members.

We hope that this report is given appropriate consideration to achieve a fair and equitable compensation for our Missouri leaders, with the expectation that it will encourage and allow even more Missouri citizens to consider a public servant role.

E. MEETING INFORMATION AND COMMISSION MEMBERSHIP

The Commission met for public testimony at four different geographical locations as required by the Missouri Constitution, and also a discussion meeting, and a final report approval meeting:

1. November 9, 2016
10:30 AM
Harry S Truman Building
301 West High, Room 510
Jefferson City, MO
2. November 15, 2016
1:00 PM
Wainwright State Office Building.
111 North 7th Street, Room 923
St. Louis, MO
3. November 16, 2016
11:00 AM
Fletcher Daniels State Office Building
615 East 13th Street, Room 503
Kansas City, MO
4. November 16, 2016
1:00 PM
Missouri Dept. of Natural Resources
2040 West Woodland
Springfield, MO
5. November 22, 2016
8:00 AM Discussion
All sites were available
6. November 28, 2016
10:30 AM Report Approval
All Sites were available

The members of the 2016 Citizens' Commission on Compensation are:

Charlotte Angotti of Wardell
Melinda Baker of Wentzville
Jeffrey Benbrook of Nevada
Gina Clinkingbeard of Ava
Donna M. Coleman-Woods of Florissant
Jennifer Feldhaus of Chesterfield
Beverly Green of Kansas City
Terri Guillott-Botts of Kearney
Penelope Hartley of Manchester
James Hodge of Springfield

Justin Klocke of Columbia
Jeffrey Lawrence of Moberly
Rebekah Lucas of Fulton
Brian Nichols of O'Fallon
William Ray Price of St. Louis
James Smith of Clinton
Richard Stratman of Washington
Helen Washburn of Columbia
Andrew Zellers of Kansas City

F. ADDITIONAL INFORMATION

Attached to this report is the informational report provided to the Commission before it began meeting. This informational report formed a basis for many of the Commission's discussions.

Table 1. Comparison of Missouri Judicial Salaries to All Other States

	Highest Court			Appellate Court			Trial Court	
	Salary	Rank		Salary	Rank		Salary	Rank
Alabama	\$167,685	23		\$178,878	6		\$134,943	37
Alaska	\$205,176	5		\$193,386	4		\$189,720	4
Arizona	\$155,000	34		\$150,000	29		\$145,000	29
Arkansas	\$166,500	25		\$161,500	18		\$160,000	15
California	\$230,750	1		\$216,330	1		\$189,041	5
Colorado	\$173,024	17		\$166,170	14		\$159,320	17
Connecticut	\$185,610	10		\$174,323	11		\$167,634	10
Delaware	\$192,360	9					\$180,733	6
District of Columbia	\$213,300	4					\$201,100	1
Florida	\$162,200	32		\$154,140	25		\$146,080	28
Georgia	\$167,210	24		\$166,186	13		\$156,252	19
Hawaii	\$214,524	3		\$198,624	3		\$193,248	2
Idaho	\$135,000	48		\$130,000	39		\$124,000	47
Illinois	\$220,873	2		\$207,882	2		\$190,758	3
Indiana	\$165,078	27		\$160,468	20		\$137,062	35
Iowa	\$170,544	18		\$154,556	24		\$143,897	30
Kansas	\$135,905	45		\$131,518	37		\$120,037	50
Kentucky	\$135,504	47		\$130,044	38		\$124,620	45
Louisiana	\$164,590	30		\$154,059	26		\$148,108	25
Maine	\$129,626	51					\$121,472	49
Maryland	\$176,433	14		\$163,633	17		\$154,433	20
Massachusetts	\$175,984	15		\$165,087	15		\$159,694	16
Michigan	\$164,610	29		\$151,441	28		\$139,919	32
Minnesota	\$162,630	31		\$153,240	27		\$143,851	31
Mississippi	\$142,320	41		\$134,883	34		\$128,042	40
Missouri	\$170,292	19		\$155,709	23		\$146,803	26
Montana	\$136,177	43					\$126,131	43
Nebraska	\$166,159	26		\$157,851	22		\$153,697	21
Nevada	\$170,000	20		\$165,000	16		\$160,000	14
New Hampshire	\$155,907	33					\$146,236	27
New Jersey	\$185,482	11		\$175,534	10		\$165,000	12
New Mexico	\$131,174	50		\$124,616	40		\$118,384	51
New York	\$192,500	7		\$177,900	7		\$174,000	8
North Carolina	\$139,896	42		\$134,109	35		\$126,875	42
North Dakota	\$152,436	35					\$139,679	34
Ohio	\$148,700	36		\$138,600	32		\$127,450	41
Oklahoma	\$145,914	39		\$138,235	33		\$131,835	38
Oregon	\$135,688	46		\$132,820	36		\$124,468	46
Pennsylvania	\$203,409	6		\$191,926	5		\$176,572	7
Rhode Island	\$175,870	16					\$158,340	18
South Carolina	\$144,111	40		\$140,508	30		\$136,905	36
South Dakota	\$131,713	49					\$123,024	48
Tennessee	\$182,508	12		\$176,436	9		\$170,352	9
Texas	\$168,000	22		\$158,500	21		\$149,000	24
Utah	\$168,150	21		\$160,500	19		\$152,850	22
Vermont	\$147,095	38					\$139,837	33
Virginia	\$192,458	8		\$176,510	8		\$166,136	11
Washington	\$179,432	13		\$170,808	12		\$162,618	13
West Virginia	\$136,000	44					\$126,000	44
Wisconsin	\$147,403	37		\$139,059	31		\$131,187	39
Wyoming	\$165,000	28					\$150,000	23

Source: National Center for State Courts, www.ncsc.org, Survey of Judicial Salaries, Jan, 1, 2016

Table 2. Judicial Salaries in Missouri Compared with States with +/- 6,000,000 in Population (as of July 1, 2015)

Chief Justice	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
Maryland - \$195,433	Tennessee - \$187,500	Tennessee - \$176,436	Tennessee - \$170,352
Tennessee - \$187,500	Maryland - \$176,433	Maryland - \$163,633	Maryland - \$154,433
Minnesota - \$178,892	Missouri - \$170,292	Indiana - \$160,468	Missouri - \$146,803*
<i>Mean (excluding MO) - \$173,718</i>	<i>Mean (excluding MO) - \$164,842</i>	<i>Mean (excluding MO) - \$157,139</i>	<i>Mean (excluding MO) - \$146,980</i>
Missouri - \$178,089	Indiana - \$165,078	Missouri - \$155,709	Arizona - \$145,000
Indiana - \$165,078	Minnesota - \$162,630	Minnesota - \$153,240	Minnesota - \$143,851
Arizona - \$160,000	Arizona - \$155,000	Arizona - \$150,000	Indiana - \$137,062
Wisconsin - \$155,403	Wisconsin - \$147,403	Wisconsin - \$139,059	Wisconsin - \$131,187

Source: The Council of State Government, *The Book of States* 2016

Source: National Center for State Courts, www.ncsc.org, *Survey of Judicial Salaries*, Jan. 1, 2016

Table 3. Judicial Salaries in Missouri Compared with States Adjacent to Missouri (as of July 1, 2013)

Chief Justice	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
Illinois - \$220,873	Illinois - \$220,873	Illinois - \$207,882	Illinois - \$190,758
Tennessee - \$187,500	Tennessee - \$182,508	Tennessee - \$176,436	Tennessee - \$170,352
Iowa - \$178,538	Iowa - \$170,544	Arkansas - \$161,500	Arkansas - \$160,000
<i>Mean (excluding MO) - \$164,283</i>	<i>Mean (excluding MO) - \$158,894</i>	<i>Mean (excluding MO) - \$150,928</i>	<i>Mean (excluding MO) - \$142,872</i>
Missouri - \$178,089	Missouri - \$170,292	Nebraska - \$157,851	Nebraska - \$153,697
Arkansas - \$166,500	Nebraska - \$166,659	Missouri - \$155,709	Missouri - \$146,803*
Nebraska - \$166,159	Arkansas - \$166,500	Iowa - \$154,556	Iowa - \$143,897
Oklahoma - \$147,000	Oklahoma - \$137,655	Oklahoma - \$138,235	Oklahoma - \$138,835
Kentucky - \$140,504	Kansas - \$135,905	Kansas - \$131,518	Kentucky - \$124,620
Kansas - \$139,310	Kentucky - \$135,504	Kentucky - \$130,044	Kansas - \$120,037

Source: The Council of State Government, *The Book of States* 2016

Source: National Center for State Courts, www.ncsc.org, *Survey of Judicial Salaries*, Jan. 1, 2016

Table 4. Effect of 2011 Judicial Retirement Changes: A 4-% Pay Decrease

	Current Pay	4-% Retirement Withholding	Net Pay after Retirement Withholding
Chief Justice	\$178,089	\$7,124	\$170,965
Supreme Court Judge	\$170,292	\$6,812	\$163,480
Court of Appeals Judge	\$155,709	\$6,228	\$149,481
Circuit Judge	\$146,803	\$5,872	\$140,931
Associate Circuit Judge	\$134,332	\$5,373	\$128,959

Source: National Center for State Courts,
www.ncsc.org, *Survey of Judicial Salaries*, Jan. 1, 2016

Source: The Council of State Governments,
www.csg.org, *The Book of States 2016*

**Table 5. Missouri Comparison of Judicial Salaries
with Private-Practice Attorneys' Median Salaries**

Position	Median
Senior partner	\$200,000
Partner	\$159,000
Chief Justice	\$154,000
Managing partner	\$150,000
Supreme Court Judge	\$147,591
Junior partner	\$135,000
Court of Appeals Judge	\$134,685
Circuit Court Judge	\$127,020
Of Counsel	\$125,000
Associate Circuit Judge	\$116,858
All full-time private practice	\$97,000
Sole practitioner	\$68,000
Other	\$65,000
Associate	\$62,000

Source: *The Missouri Bar Economic Survey-2013*,
www.mobar.org

Table 6. Top Missouri Law Firms, By Profits per Partner

Firm	Profits per Partner
Baker Sterchi Cowden & Rice	\$1,211,000
Dentons	\$958,000
Shook, Hardy & Bacon	\$830,000
Bryan Cave	\$803,300
Polsinelli	\$686,000
Armstrong Teasdale	\$587,300
Husch Blackwell	\$570,200
Lewis Rice & Fingersh	\$555,000
Thompson Coburn	\$549,000
Stinson Leonard Street	\$539,000
Ogletree, Deakins, Nash, Smoak & Stewart	\$530,000
Lathrop & Gage	\$482,000
Carmody MacDonald	\$482,000
Sandberg Phoenix & von Gontard	\$465,700
Greensfelder, Hemker & Gale	\$433,000
Spencer Fane Britt and Browne	\$389,000
Gilmore & Bell	\$367,300
Brown & James	\$360,000
McDowell Rice Smith & Buchanan	\$331,900
Evans & Dixon	\$238,000
Supreme Court Judge	\$147,591

Source: Missouri Lawyers Weekly, molawyersmedia.com, *Money* 20, 2013 list

Table 7. Median Net Income of Missouri Attorneys, by Age Group

Age in Years	Median Net Income*
36-45	\$75,000
46-55	\$100,000
56-65	\$112,500
66-75	\$100,000

*The results include full-time and part-time total incomes, from respondents in both the private and public sectors, and income from members who are retired.

Source: *The Missouri Bar Economic Survey-2013*, www.mobar.org

Table 8. Public University President and Chancellor Salaries for Fiscal 2016

Institution	Base Salary
University of Missouri system (Chancellor)	\$364,583
University of Missouri- St. Louis (Chancellor)	\$318,250
Missouri State University	\$309,981
Missouri University of Science & Technology (Chancellor)	\$302,083
University of Central Missouri	\$297,550
University of Missouri- Kansas City (Chancellor)	\$296,514
Southeast Missouri State University	\$270,000
Northwest Missouri State University	\$258,315
Truman State University	\$241,500
Missouri Western State University	\$241,126
Lincoln University	\$223,000
Harris-Stowe State University	\$220,996
University of Missouri system (President- interim)	\$211,541
Missouri Southern State University	\$184,217

Source: Missouri Department of Higher Education, dhe.mo.gov/data, *2016 President's & Chancellor's Compensation Survey*

Table 9. Missouri Public School District Superintendent Salaries

	District Name	Salary			
1	Lee's Summit R-VII	\$294,463	29	Willard R-II	\$192,000
2	Fox C-6	\$267,468	30	Grandview C-4	\$189,488
3	Kirkwood R-Vii	\$264,025	31	Ladue	\$184,008
4	Lindbergh Schools	\$259,219	32	Normandy Schools Collaborative	\$184,000
5	Kansas City 33	\$258,625	33	Hickman Mills C-1	\$183,583
6	North Kansas City 74	\$247,508	34	Hancock Place	\$183,000
7	Parkway C-2	\$238,500	35	Ft. Zumwalt R-II	\$182,495
8	Rockwood R-VI	\$235,000	36	Northwest R-I	\$180,369
9	Hazelwood	\$230,308	37	Troy R-III	\$180,285
10	Springfield R-XII	\$230,000	38	Raymore-Peculiar R-II	\$180,250
11	Pattonville R-III	\$226,300	39	Wentzville R-IV	\$180,000
12	St. Louis City	\$225,004	40	Blue Springs R-IV	\$179,000
13	Clayton	\$219,500	41	Orchard Farm R-V	\$178,500
14	Jefferson City	\$218,688	42	Belton 124	\$177,500
15	Spec. Sch. Dst. St. Louis Co.	\$215,000	43	Joplin Schools	\$177,275
16	Francis Howell R-III	\$214,589	44	Branson R-IV	\$175,050
17	Park Hill	\$213,725	45	Warren Co. R-III	\$175,000
18	Independence 30	\$212,500	46	Ferguson-Florissant R-II	\$174,827
19	Valley Park	\$207,823	47	Riverview Gardens	\$173,400
20	Raytown C-2	\$206,000	48	Affton 101	\$171,300
21	University City	\$201,475	49	Maplewood-Richmond Heights	\$169,744
22	Webster Groves	\$200,000	50	Windsor C-1	\$169,110
23	St. Joseph	\$199,800	51	Grain Valley R-V	\$169,065
24	Jennings	\$198,275	52	Nixa Public Schools	\$168,750
25	St. Charles R-VI	\$196,970	53	Nevada R-V	\$168,235
26	Ritenour	\$194,784	54	Kingston K-14	\$167,600
27	Fort Osage R-I	\$194,782	55	North St. Francois Co. R-I	\$166,078
28	Potosi R-III	\$194,655			

Source: Missouri Department of Elementary & Secondary Education,
mcds.dese.mo.gov/quickfacts, Superintendent Salaries (District) spreadsheet

Table 10. Comparison of Missouri Judicial Salaries with Their Federal Correspondents

	FY16 Missouri	80% of FY16 Federal	FY16 Federal
Chief Justice	\$178,089	\$208,560	\$260,700
Supreme Court	\$170,292	\$199,440	\$249,300
Appellate	\$157,242	\$172,320	\$215,400
Circuit Court/Federal District Court	\$148,263	\$162,480	\$203,100
Associate Circuit/Federal Magistrate	\$136,402	\$148,010	\$185,012

Source: <http://www.uscourts.gov/judges-judgeships/judicial-compensation> 2016

Table 11. Statewide Elected Officials and Legislature Salaries in Missouri Compared with Highest, Lowest, and Adjacent States to Missouri (2016)

Governor	Lieutenant Governor	Secretary of State	State Auditor	State Treasurer	Attorney General	State Legislator
Pennsylvania (highest) \$190,823	Pennsylvania (highest) \$160,289	Tennessee (highest) \$190,260	Tennessee (highest) \$190,260	Tennessee (highest) \$190,260	Tennessee (highest) \$182,508	California (highest) \$100,113
Tennessee \$187,500	Tennessee \$62,652	Tennessee \$190,260	Tennessee \$190,260	Tennessee \$190,260	Tennessee \$182,508	Tennessee \$20,884
Illinois \$177,412	Illinois \$135,669	Illinois \$156,541	Illinois \$157,512	Illinois \$135,669	Illinois \$156,541	Illinois \$67,836
Oklahoma \$147,000	Oklahoma \$114,713	Oklahoma \$140,000	Oklahoma \$114,713	Oklahoma \$114,713	Oklahoma \$132,825	Oklahoma \$38,400
Kentucky \$140,070	Kentucky \$119,080	Kentucky \$119,080	Kentucky \$119,080	Kentucky \$119,080	Kentucky \$119,080	Kentucky \$18,634
Missouri \$133,821	Missouri \$86,484	Missouri \$107,746	Missouri \$107,746	Missouri \$107,746	Missouri \$116,437	Missouri \$35,915
Iowa \$130,000	Iowa \$103,212	Iowa \$103,212	Iowa \$103,212	Iowa \$103,212	Iowa \$123,669	Iowa \$25,000
Nebraska \$105,000	Nebraska \$75,000	Nebraska \$85,000	Nebraska \$85,000	Nebraska \$85,000	Nebraska \$95,000	Nebraska \$12,000
Kansas \$99,636	Kansas \$54,000	Kansas \$86,003	Kansas N.A.	Kansas \$86,003	Kansas \$98,901	Kansas \$10,639
Arkansas \$141,000	Arkansas \$42,315	Arkansas \$90,000	Arkansas \$85,000	Arkansas \$85,000	Arkansas \$130,000	Arkansas \$39,400
Maine (lowest) \$70,000	Texas (lowest) \$9,612	Colorado (lowest) \$68,500	Indiana (lowest) \$78,584	Colorado (lowest) \$68,500	Colorado (lowest) \$80,000	South Dakota (lowest) \$6,000

N.A. - Not available.

Source: The Council of State Governments, www.csg.org, *The Book of States 2016*

Elected Official	Highest Salary	Missouri	Lowest Salary
Governor	\$190,828	\$133,821	\$70,000
Lieutenant Governor	\$160,289	\$86,484	\$9,612
Secretary of State	\$190,260	\$107,746	\$68,500
State Auditor	\$190,260	\$107,746	\$78,584
State Treasurer	\$190,260	\$107,746	\$68,500
Attorney General	\$182,508	\$116,437	\$80,000
State Legislator	\$100,113	\$35,915	\$6,000

Source: The Council of State Governments, *The Book of States 2016*

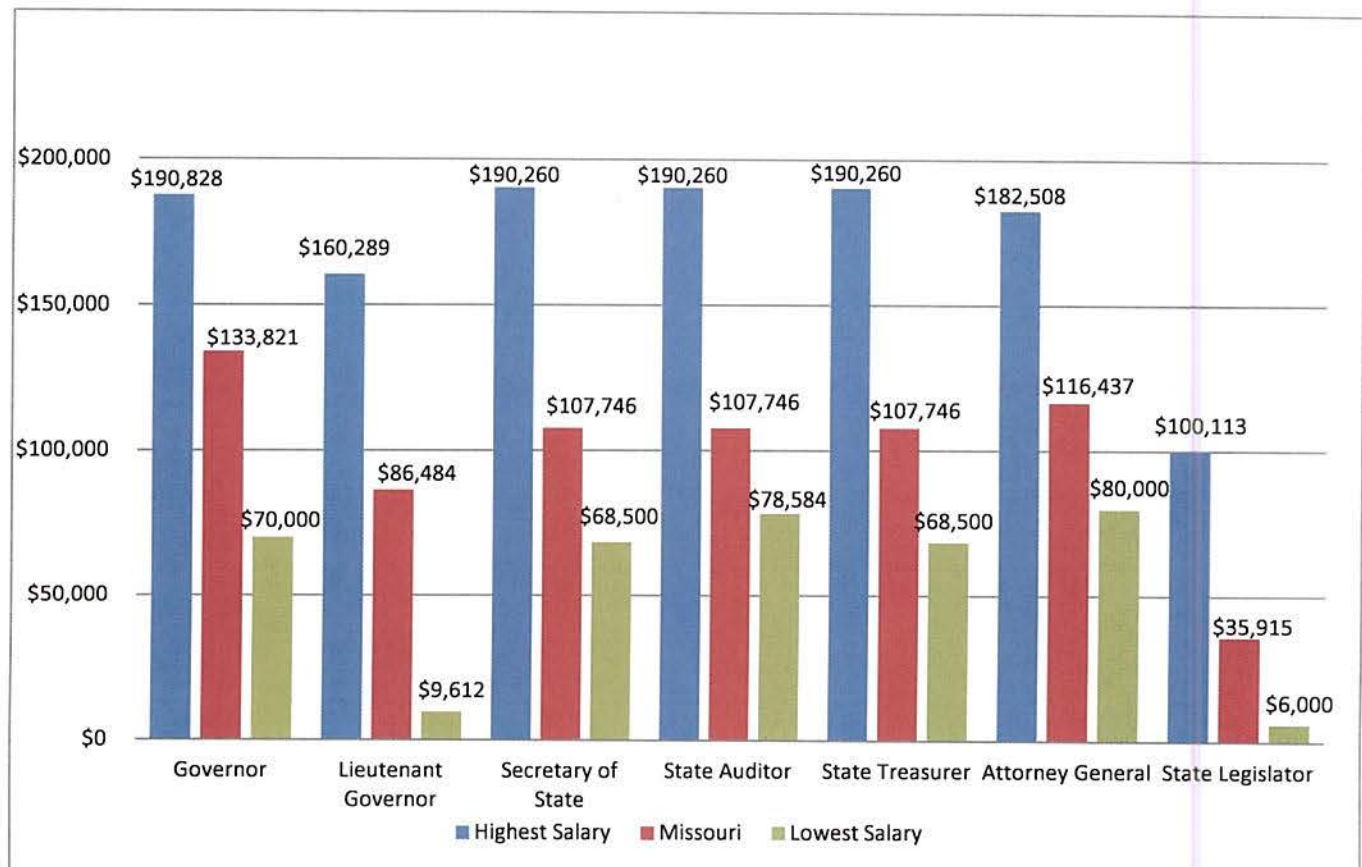


Table 12. Annual Estimates of the Population for the States: July 1, 2015

Source: National Center for State Courts, www.ncsc.org, *Survey of Judicial Salaries*, Jan. 1, 2015; Source: The Council of State Government, *The Book of States 2016*

STATE	2015 Pop. Estimates	Chief Judge	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
Alabama	4,858,979	\$180,005	\$180,005	\$178,878	\$134,943
Alaska	738,432	\$205,176	\$200,172	\$193,386	\$189,720
Arizona	6,828,065	\$160,000	\$155,000	\$150,000	\$145,000
Arkansas	2,978,204	\$166,500	\$166,500	\$161,500	\$160,000
California	39,144,818	\$241,978	\$230,750	\$216,330	\$189,041
Colorado	5,456,574	\$176,799	\$173,024	\$166,170	\$159,320
Connecticut	3,590,886	\$200,599	\$185,610	\$174,323	\$167,634
Delaware	945,934	\$201,131	\$192,360		\$180,733
District of Columbia	672,228		\$213,300		\$201,100
Florida	20,271,272	\$162,200	\$162,200	\$154,140	\$146,080
Georgia	10,214,860	\$167,210	\$167,210	\$166,186	\$156,252
Hawaii	1,431,603	\$222,480	\$214,524	\$198,624	\$193,248
Idaho	1,654,930	\$137,000	\$135,000	\$130,000	\$124,000
Illinois	12,859,995	\$220,873	\$220,873	\$207,882	\$190,758
Indiana	6,619,680	\$165,078	\$165,078	\$160,468	\$137,062
Iowa	3,123,899	\$178,538	\$170,544	\$154,556	\$143,897
Kansas	2,911,641	\$139,310	\$135,905	\$131,518	\$120,037
Kentucky	4,425,092	\$140,504	\$135,504	\$130,044	\$124,620
Louisiana	4,670,724	\$172,819	\$164,590	\$154,059	\$148,108
Maine	1,329,328	\$149,864	\$129,625		\$121,472
Maryland	6,006,401	\$195,433	\$176,433	\$163,633	\$154,433
Massachusetts	6,794,422	\$181,239	\$175,984	\$165,087	\$159,694
Michigan	9,922,576	\$164,610	\$164,610	\$151,441	\$139,919
Minnesota	5,489,594	\$178,892	\$162,630	\$153,240	\$143,851
Mississippi	2,992,333	\$148,097	\$142,320	\$134,883	\$128,042
Missouri	6,083,672	\$178,089	\$170,292	\$155,709	\$146,803
Montana	1,032,949	\$137,571	\$136,177		\$126,131
Nebraska	1,896,190	\$166,159	\$166,159	\$157,851	\$153,697
Nevada	2,890,845	\$170,000	\$170,000	\$165,000	\$160,000
New Hampshire	1,330,608	\$160,746	\$155,907		\$146,236
New Jersey	8,958,013	\$192,795	\$185,482	\$175,534	\$165,000
New Mexico	2,085,109	\$131,174	\$131,174	\$124,616	\$118,384
New York	19,795,791	\$198,600	\$192,500	\$177,900	\$174,000
North Carolina	10,042,802	\$143,623	\$139,896	\$134,109	\$126,875
North Dakota	756,927	\$156,813	\$152,436		\$139,679
Ohio	11,613,423	\$150,850	\$141,600	\$138,600	\$127,450

Oklahoma	3,911,338	\$147,000	\$137,655	\$138,235	\$131,835
Oregon	4,028,977	\$138,556	\$135,688	\$132,820	\$124,468
Pennsylvania	12,802,503	\$209,329	\$203,409	\$191,926	\$176,572
Rhode Island	1,056,298	\$189,665	\$172,422		\$158,340
South Carolina	4,896,146	\$151,317	\$144,111	\$140,508	\$136,905
South Dakota	858,469	\$133,713	\$131,713		\$123,024
Tennessee	6,600,299	\$187,500	\$182,508	\$176,436	\$170,352
Texas	27,469,114	\$170,500	\$168,000	\$158,500	\$149,000
Utah	2,995,919	\$170,150	\$168,150	\$160,500	\$152,850
Vermont	626,042	\$154,124	\$147,095		\$139,837
Virginia	8,382,993	\$200,552	\$188,949	\$176,510	\$166,136
Washington	7,170,351	\$172,531	\$172,531	\$170,808	\$162,618
West Virginia	1,844,128	\$136,000	\$136,000		\$126,000
Wisconsin	5,771,337	\$155,403	\$147,403	\$139,059	\$131,187
Wyoming	586,107	\$165,000	\$165,000		\$150,000

Suggested Citation:

Estimates of the Total Resident Population and Resident Population Age 18 Years and Older for the United States, States, and Puerto Rico: July 1, 2015 (SCPRC-EST2015-18+POP-RES)

Source: U.S. Census Bureau, Population Division

Release Date: December 2015

F. PAST COMPENSATION PLANS

Commission Meeting Year	Commission Recommendation	General Assembly Action	Statewide Salary Adjustments for State Workers
1996	<p>For fiscal 1998, set judicial salaries at:</p> <ul style="list-style-type: none"> • Chief Justice \$122,500 • Supreme Court Judge \$120,000 • Court of Appeals Judge \$112,000 • Circuit Judge \$105,000 • Associate Circuit Judge \$ 99,000 <p>For fiscal 1999, recommend judges receive a statewide salary adjustment as appropriated by the legislature and approved by the Governor.</p>	The General Assembly disapproved the report (SCR 3 passed; HCR 3 failed) but, through the appropriations process, granted statewide salary adjustments of 2.9 % for fiscal 1998 and about 5.1 % for fiscal 1999.	For fiscal 1998, granted 1 % plus a one or two step increase; for fiscal 1999, granted 1 % plus a one or two step increase.
1998	<p>For fiscal 2000, set judicial salaries at:</p> <ul style="list-style-type: none"> • Chief Justice \$122,500 • Supreme Court Judge \$120,000 • Court of Appeals Judge \$112,000 • Circuit Judge \$105,000 • Associate Circuit Judge \$ 93,000 <p>For fiscal 2001, set judicial salaries at:</p> <ul style="list-style-type: none"> • Chief Justice \$128,500 • Supreme Court Judge \$126,000 • Court of Appeals Judge \$118,000 • Circuit Judge \$111,000 • Associate Circuit Judge \$ 99,000 	<p>The General Assembly did not disapprove the report (both HCR 6 and SCR 9 failed), which became effective July 1, 1999.</p> <p>The General Assembly appropriated the salaries as recommended for fiscal year 2000, but the Governor vetoed the appropriation.</p> <p>For fiscal 2001, the legislature appropriated salaries at:</p> <ul style="list-style-type: none"> • Chief Justice \$125,500 • Supreme Court Judge \$123,000 • Court of Appeals Judge \$115,000 • Circuit Judge \$108,000 • Associate Circuit Judge \$ 96,000 	For fiscal 2000, granted a 1 % plus a one or two step increase; for fiscal 2001, granted \$600 plus a one step increase effective July 1, 2000, plus another \$420 effective January 1, 2001.
2000	For fiscal 2002 and again in fiscal 2003 each judge to receive a 5.5 % increase in base salary. For fiscal 2002 only, associate circuit judges to receive an additional \$1,000.	The General Assembly disapproved the report (SCR 2 passed: HCR 7 and 8 failed) and did not appropriate a statewide salary adjustment	The previous \$420 statewide salary adjustment continued for the remainder of fiscal 2002; no statewide salary adjustment was granted for fiscal 2003
2002	For fiscal 2004 and again in fiscal 2005, each judge to receive a \$6,000 increase in base salary.	The General Assembly disapproved the report (SCR 1 passed; HCR 4 failed) and did not appropriate a statewide salary adjustment	For fiscal 2004, granted \$50 to only those earning less than \$40,000 annually; fiscal 2005, granted \$1,200 statewide salary adjustment for all employees
2004	No Commission members were appointed, so there was no commission	Because there was no commission, there was no report. No statewide salary adjustment was appropriated separately.	For fiscal 2006 no statewide salary adjustment granted; for fiscal 2007, granted 4 % statewide salary adjustment for all employees

2006	<p>For FY08 each judge to receive an increase of \$1200.00 plus 4 % (the same amounts received as statewide salary adjustment by average state workers since 2000). Associate circuit judges to receive an additional \$2,000.00. Each judge also to receive any recommended statewide salary adjustment for average state workers for fiscal 2008.</p> <p>For fiscal 2009, each judge to receive any statewide salary adjustment recommended for average state workers for fiscal 2009.</p>	The General Assembly did not disapprove the report (both HCR3 and SCR 4 failed) which became effective July 1, 2007 . All increases, including the statewide salary adjustment for each fiscal year were appropriated as recommended.	For fiscal 2008 granted 3 % statewide salary adjustment for all employees; for fiscal 2009 granted 3 % statewide salary adjustment for all employees
2008	Each judge to receive any statewide salary adjustment increase recommended for the average state worker. Associate circuit judges to receive a \$1,500 increase in FY09 and again in FY10	The General Assembly disapproved the report (HCR5 passed/SCR 6 failed) and did not appropriate the statewide salary adjustment s	For fiscal year 2010 and 2011 a statewide salary adjustment was not appropriated for employees
2010	<p>For FY13 judicial salaries set at:</p> <ul style="list-style-type: none"> • Chief Justice \$154,215 • Supreme Court Judges \$147,591 • Court of Appeals \$134,685 • Circuit Judges \$127,020 • Associate Circuit Judges \$116,858.40 <p>Missouri judge salaries are indexed to their federal counterparts</p>	The General Assembly did not disapprove the report and therefore increases for FY13 and FY15 were appropriated as approved.	Fiscal 2012 a statewide salary adjustment was not appropriated for employees; fiscal 2013 a statewide salary adjustment on January 1, 2014 for \$500 was appropriated for all employees.
2012	<p>No Commission members were appointed, therefore no commission report.</p> <p>For FY15 judicial salaries set at:</p> <ul style="list-style-type: none"> • Chief Justice \$176,295 • Supreme Court Judges \$168,636 • Court of Appeals \$154,176 • Circuit Judges \$145,343 • Associate Circuit Judges \$133,716 	There was no commission; therefore no report. No statewide salary adjustment was appropriated separately.	Fiscal year 2014 a statewide salary adjustment was appropriated for January 1, 2014 of \$500 per year for all employees; fiscal 2015 a statewide salary adjustment was appropriated for January 1, 2015 for 1% for all employees.
2014	<p>For FY16 judicial salaries set at:</p> <ul style="list-style-type: none"> • Chief Justice \$178,089 • Supreme Court Judges \$170,292 • Court of Appeals \$155,709 • Circuit Judges \$146,803 • Associate Circuit Judges \$135,059 <p>For FY17 judicial salaries indexed to the Federal Level Salary percentage below:</p> <ul style="list-style-type: none"> • Chief Justice 69% • Supreme Court Judges 69% • Court of Appeals 73% • Circuit Judges 73% • Associate Circuit Judges 73% <p>100% of standard federal per diem est. by IRS 100% of standard mileage rate est. by IRS</p>	The General Assembly disapproved the report (SCR 6; HCR 3 &4) and did not appropriate any statewide salary adjustment	Fiscal year 2016 funding was not appropriated for a statewide salary adjustment; fiscal year 2017 funding was appropriated for a statewide salary adjustment beginning July 1, 2016 of 2% for all employees.